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| |  | | --- | | Did You Know: | | * People with disabilities experience the highest rates of unemployment and underemployment of any single group in this country. * More than 15 million working aged people with disabilities in the US report being unemployed or underemployed when they would rather be working more – that’s a lot of untapped talent! * The amount of supervision required is similar for employees with and without identified disabilities. * When people with disabilities work, reliance on public benefits is reduced. | |  |  | |  | | --- | |  | |  | | The Wisconsin Board for People with Developmental Disabilities (WBPDD) was established by the state of Wisconsin to advocate on behalf of individuals with developmental disabilities, foster inclusive communities, and improve the disability service system. | |  |  | |  | | --- | | Partners with Business | | Meeting Workforce Needs by Hiring People with Disabilities | | Partners with Business is an initiative that was passed by the Wisconsin Legislature in 2018 to build capacity with businesses to hire and support workers with disabilities. | |  | |

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| |  | | --- | |  | | *Improve Your Business* ***Reduce turnover with qualified, committed employees.*** The turnover for employees with disabilities is 8% in comparison to 45% for other workers. People with disabilities are an under-tapped labor pool. 80% of non-employed, working aged people with disabilities want to work and the research shows that they have nearly identical job performance ratings as other workers.  ***Enhance your business image.***87% of customers say they would prefer to patronize businesses employing people with disabilities.  ***Get a return on investment.*** More than half of job accommodations cost employers no money at all. Studies find an average return of $28.69 for every $1.00 invested on accommodations.  ***Bottom Line: Hiring People with Disabilities is Good for Business*** | |  |  | |  | | --- | | *Partnering for Success* If you are looking for skilled, reliable employees, there are agencies in your community that represent job seekers with disabilities who can meet your needs. These agencies can partner with you to find the right candidate and be a resource to you as you onboard and train your new employee.  If an employee you hire needs extra help on the job, the agency can provide job coaching supports to the employee or provide a monthly reimbursement to your business to designate coworkers to provide the extra help. Coworker supports offer several advantages:   * No random, outside job coaches to stand out or get in the way. Agency job coaches change often. Coworker supports offer greater consistency. * Managers have direct and immediate supervision of supported employees, just like other employees. * The employee has the opportunity to develop independence and coworker relationships on the job. * Creates a welcoming and diverse workplace.   Coworkers and supervisors are provided training by the agency on disability awareness and how to support the worker with disabilities. The agency is also available to provide back-up support if needed. | |  | |  | |  |  | |  | | --- | | ***“When it comes to doing business, inclusion of workers with disabilities offers a competitive edge.” US Department of Labor*** *Customized Solutions* Does your business experience backlog, unfinished work, disorganization, customer dissatisfaction, mistakes, workflow issues or wait times, missed opportunities to add value, or employees being pulled away from primary duties to perform episodic tasks? If so, **Customized Employment** may be the solution. Customized Employment matches the individualized strengths of a job candidate to your business needs through task reassignment, job carving or job creation. Customized Employment can improve your bottom line.  **For more information about Partners with Business:**  Visit:  <https://wi-bpdd.org/index.php/partners-with-business/>  Or contact:  Shannon Webb, Partners with Business Consultant at (608)318-0700 or [shannon@incontrolwisconsin.org](mailto:shannon@incontrolwisconsin.org) | |  | |